

Understanding Diversity

Understanding Diversity

- **OVERVIEW:**
- 1. Define the concept and four layers of diversity
- 2. Interpret the concept of diversity and its relationship to unit readiness
- 3. Identify the four basic elements of managing diversity
- 4. Distinguish diversity management implementation strategies

Understanding Diversity

- **DIVERSITY**
- **Diversity is a composite of racial, gender, ethnic, national origin, cultural, attitudinal, socioeconomic, and personal differences**

Understanding Diversity

- THE FOUR LAYERS OF DIVERSITY**

- Personality**
- Group of Internal Factors**
- Group of External Factors**
- Organizational Influences**

Understanding Diversity

- DIVERSITY & UNIT READINESS**
 - PERSONNEL PIPELINE**
 - MILITARY PERSONNEL**

Understanding Diversity

- **ELEMENTS OF MANAGING DIVERSITY**

- **Value Diversity**
- **Communications**
- **Change**
- **Power**

Understanding Diversity

- COMMUNICATIONS**

- Exclusionary Language**
- Language using Race & Ethnicity**
- Cross-cultural communications**
- Bilingualism**

Understanding Diversity

- IMPLEMENTATION STRATEGIES AT THE INDIVIDUAL LEVEL**

- treat people as individuals**
- be flexible in communication**
- respect differences**
- be objective**
- recognize individual strengths**
-

Understanding Diversity

- IMPLEMENTATION STRATEGIES AT THE WORK TEAM/MANAGEMENT LEVEL**

- approach everyone as individuals**
- understand cultural tendencies**
- appreciate different perspectives**
- use equal performance standards**
- confront behaviors**
-

Understanding Diversity

- **IMPLEMENTATION STRATEGIES AT THE ORGANIZATIONAL LEVEL**

- **review internal practices**
- **change the organizational culture**
- **have a supported vision and goal**

Understanding Diversity

- **SUMMARY**
- 1. Define the concept and four layers of diversity
- 2. Interpret the concept of diversity and its relationship to unit readiness
- 3. Identify the four basic elements of managing diversity
- 4. Distinguish diversity management implementation strategies